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ECONOMIC COMMISSION FOR AFRICA

Sixteenth session of the Commission - Seventh meeting of the Conference of Ministers responsible for Economic Planning/Development

Freetown (Sierra Leone), 6 - 11 April 1981

Second meeting of the Technical Preparatory Committee of the Whole

Freetown (Sierra Leone), 24 March - 2 April 1981

REPORT OF THE ECA/ILO/SIDA REVIEW OF THE AFRICAN WOMEN'S DEVELOPMENT TASK FORCE AND HANDICRAFTS AND SMALL-SCALE INDUSTRIES UNIT IN THE AFRICAN TRAINING AND RESEARCH CENTRE FOR WOMEN

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Addis Ababa, Ethiopia
13 October - 5 November 1980

M81-31

I. BACKGROUND TO THE MISSION

Introduction

The African Training and Research Centre for Women is basically an extension of the Women's Programme of the United Nations Economic Commission for Africa (ECA). The need for the establishment of a regional training and research centre for women had been felt for many years, and it was recommended by various regional conferences, in particular the Regional Meeting on the Role of Women in National Development, Addis Ababa, 1969 the Regional Conference on Education, Vocational Training and Work Opportunities for Girls and Women in African countries, Rabat, 1971, the Seminar on the Role of Women in the Liberation of Africa (All-African Women's Conference), Dar-es Salaam, 1972 and the Regional Seminar on the Integration of Women in Development with Special Reference to Population Factors, Addis Ababa, 1974. The ECA Conference of Ministers, at its meeting in Nairobi in February 1975, in resolution 269(XI) endorsed ECA's plan to establish an African Training and Research Centre for Women, to be inaugurated during International Women's Year. Accordingly the African Training and Research Centre for Women (ATRCW) was formally established on 31 March 1975 within the Human Resources Development Division (now the Social Development Division). Thus ECA became the first United Nations regional commission to have a programme designed to accelerate the integration of women in development. ATRCW operates in close collaboration with the FAO, UNDP, UNICEF, UNFPA, ILO, voluntary agencies and bilateral donors and, in particular, with SIDA support. The Centre was intended to assist member States to make full use of their human resources for development, by integrating women more effectively into the development effort of their countries.

Two of the important programmes initiated by ATRCW soon after its inception were income-generating activities for women and the development of technical co operation among African countries. A project proposal was prepared and submitted to SIDA in 1975 for the development of a unit for handicrafts and small-scale industries and for the formation of the African Women's Development Task Force which would meet the technical needs of women in different countries by sharing the available skills in the region. The contract between ECA and SIDA was signed in November 1977. The Programme became operational one year later. The project document provided that a review of the activities undertaken by these projects would be conducted by ECA, ILO and SIDA.

Terms of reference

The terms of reference of the ECA/ILO/SIDA Review Mission(1980) were as follows:

1. To review the implementation of the ECA/ILO/SIDA project in Handicrafts and Small-Scale Industries Unit and the African Women's Development Task Force at ATRCW and to identify achievements and any difficulties or problems impending the successful implementation of the projects

2. To make recommendations regarding the most effective ways of solving these problems and other measures which need to be taken to enable the projects achieve their objectives; and

3. To identify any additional inputs that may be necessary to enable ATRCW to carry out its future activities.

Composition of the Review Mission

The FCA/ILO/SIDA Review Mission team comprised the following members:

Mrs. Damaris Ayodo, Team Leader and Consultant (Kenya)

Mrs. Esther Ocloo, Consultant (Ghana)

Mrs. K. Himmelstrand, SIDA (Stockholm)

Mrs. A.G. Mitchell, ILO (Geneva)

Organization of work

The members of the Mission were to assemble in Addis Ababa on 13 and 14 October 1980 for an initial briefing by ECA and the ILO Regional Office, ATRCW, the Handicrafts and Small-Scale Industries Unit and the Task Force Unit. Unfortunately, the consultants were only able to join the team only after the initial briefing in Addis Ababa. Mrs. Ayodo joined the team in Swaziland, and Mrs. Ocloo in Lesotho. The Mission elected Mrs. Ayodo as team leader and Mrs. A. Mitchell as the Secretary of the Team.

The Mission made field observations in Lesotho, Swaziland, Botswana and Zimbabwe from 15 to 25 October 1980.

The team returned to Addis Ababa on 26 October to visit projects in Ethiopia, continue receiving briefing on the activities of the project, review background documents, carry out interviews, analyse and evaluate the work undertaken and write and present the report of the Review Mission. The Mission completed its activities on 5 November 1980.

Methods of work

The observations, conclusions and recommendations of the Mission were based upon the study of the reports and documentation submitted to it, discussions and interviews with ATRCW staff, women's organizations, government officials, experts the women trained, visit to the Bethlhem Training Centre in Addis Ababa as an example of a pilot project; and visits to various workshops and national projects to observe the activities in these countries and the needs in relation to the work of the Handicrafts and Small-scale Industries Unit and the Task Force.

In carrying out its work, the Mission maintained close liaison with ECA, ILO and SIDA the Chief of the Social Development Division, the Chief Technical Co-ordinator of ATRCW and her staff, the Chief Technical Advisor of the Handicrafts and Small-Scale Industries Unit the Head of the Task Force, and with Governments, UNDP, women's organizations and machineries in the countries visited. A list of briefing documents given to the Mission appears as Annex I.

II. SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

The Review Mission found it difficult to make a full assessment of the two projects because of their nature and scope. The projects are regional, covering 50 member States. Their activities comprise mainly short-term assistance and advisory services. Since the Mission visited only five countries, it was difficult to evaluate fully the performance of the projects.

Conclusion

ATRCW

1. While it was not within the terms of reference of the Review Mission to evaluate ATRCW, the Mission team felt that certain comments on ATRCW were in order in that the situation of ATRCW affects the performance of staff members attached to the Handicrafts and Small-scale Industries Unit and the Task Force and has an indirect impact on their projects as well. The two projects under review are affected by the common problems of the status of ATRCW and its budgetary and staffing problems. The Review Mission to ATRCW (March 1978) recommended that ATRCW should be elevated to divisional status within the organizational structure of ECA; the USAID Review Mission (1980) also recommended raising the status of ATRCW so as to ensure its participation, at the ECA policy-making level, in the integration of programmes for women into its various divisions. The ECA/ILO/SIDA Review Mission shares the views of the previous missions and strongly endorses their conclusions. It recommends especially that the post of Chief, ATRCW, be made equal in rank to that of a Chief of Division in order for the Centre to function effectively in policy making. Clearly this post must be financed from the regular budget to institutionalize the women's programme and ensure its continuity.

2. The Mission feels that the responsibilities of the ATRCW are very wide; they extend from the national level to the subregional and regional levels. Within its mandate are the development of national women's bureaux, training and upgrading of women at all levels, integration of women in the over-all development plans of the member States, introduction of improved and appropriate technology, creation of employment opportunities, development of a volunteer technical co-operation programme within the region, research to provide the data base for the programmes and studies on the status of women. The supporting staff of this wide range of activities is limited and most of their posts are funded from extrabudgetary resources, which makes it difficult to give continuity to the programmes. It is necessary for more regular budget posts to be created or deployed to the Centre.

Handicrafts and Small-scale Industries Unit

3. The Unit has been operational for two years with the initial period being spent on gathering information and identifying problems common to the region and its subregions, followed by the organization of workshops, training and development of four pilot projects which have recently become operational. It has made a good start as a catalyst, promoter and means of exchange of experiences and information within the region.

4. The Unit has contributed to the creation of awareness among policy and decision makers and amongst women. The evidence for this is found in increasing volume of requests for assistance from member States.

5. The approach of the project is sound and in line with the strategies adopted by the region in identifying employment opportunities and training needs, placing of priority on low-income rural and urban women and concentrating on higher productivity and income levels, improvement of indigenous technologies, upgrading of available skills and utilization of natural resources.

6. The Unit has been successful in bringing together resources, both human and financial, by utilizing ILO Regional Advisers and subregional projects as well as through the development of research and pilot demonstration projects at the national level, by obtaining funds from SIDA, the United Nations Voluntary Fund for the Decade for Women and the Belgian Government.

7. The Mission felt that the links between women's training programmes and employment opportunities in the region are insufficient. The project should intensify its assistance to member States to reorient their training programmes for women to existing and future employment opportunities.

8. The Mission in its field observation noted that there was a great need to introduce a business approach and business training in women's programmes.

9. Two major problems were noted, namely the enormity of the task both in scope and geographical coverage and the slim resources available to meet the demands put upon the Unit. The danger is to spread its work too wide in order to meet the demands put on it. It is necessary that the project activities should be concentrated in areas which will have maximum impact. The extreme breadth of the Unit's terms of reference need to be limited.

10. The Review Mission supports the consolidation of present projects and the reformulation of the Unit to concentrate on non-traditional areas of work if women are to find an equitable niche in the labour market.

The African Women's Development Task Force

11. The Mission considers the Task Force as the focal point in the Africa region for mobilization of African women in promoting technical co-operation among developing countries (TCDC) to broaden their horizon and to strengthen their skills and technical competence. The Mission considers the work of Task Force a very important element in promoting TCDC for women in Africa and fully supports its unique efforts to bring together various human and material resources.

12. The Task Force is directed towards mobilizing the considerable human resources of Africa and enabling African women in particular to become donors in the development process that emphasizes self-reliance.

13. It provides the facilities for bridging gaps in knowledge, promoting cross-cultural exchange, the spirit of voluntarism and preparedness to share skills and experiences within the African cultural context. The project has undertaken considerable groundwork this is reflected in the increasing volume of requests being received from member States.

14. Through its programme it has recognized and is becoming increasingly involved in meeting the urgent needs of the newly liberated countries, liberation movements, displaced persons and refugees.

15. The Mission endorses the programmes of the Task Force and recognizes the difficulties of the programme in cost-sharing with some of the recipient countries which are unable to meet their budgetary obligations.

16. The insufficient allowances to volunteers is a problem that must be solved to enable the programme to enlarge its scope of activities.

Recommendations

1. The Review Mission recommends that the status of ATRCW be raised to that of a Division and that the Chief Technical Co-ordinator should be at the level of heads of division and financed by the regular budget of ECA so that ATRCW can function at the policy-making level.

2. The Mission strongly recommends that the staff of ATRCW should be on regular budget posts so that a trained group of specialists can be built up rather than ad hoc and short-term appointments financed from extra-budgetary sources.

3. The Mission endorses the programme of the Handicrafts and Small-Scale Industries Unit and recommends that it should maintain its approach of concentrating on low-income rural and urban women who cannot be absorbed in the agriculture sector and of placing greater emphasis on developing new areas of high productivity which lead towards larger incomes.

4. The Mission endorses the Unit's approach of setting up pilot projects as demonstration units for the country and subregion in crucial areas which can be used as part of a TCDC programme.

5. It recommends that the project should intensify its activities to link training of women with employment opportunities and assist member States actively in reorienting their training programme for women.

6. The Unit should introduce training in business methods by using existing credit facilities, co-operatives and extension services.

7. The Unit should develop projects and programmes in non-traditional areas and develop them through national programmes.

8. The Mission recommends that the Unit should focus its activities in selected member States and in those areas of activities where they will be of maximum impact rather than spreading its activities too thin to meet all the demands.

9. The Mission recommends that the present phase of the programme should be extended for six months so as to consolidate the activities already initiated and that a second phase of the programme should be developed on income-generating skills and employment for women.

10. The Mission considers the Task Force to have broken new ground in the areas of volunteer technical co-operation and cross-cultural fertilization and recommends that the work of the Task Force should be further strengthened.

11. The Mission endorses the objectives of the programme of the Task Force in meeting the urgent needs of the liberation movements, displaced persons and refugees and hopes that this emphasis will continue.

12. The Mission recommends that the in-training programme of Task Force may be grouped, wherever appropriate, according to areas of interest and fields of operation, thus bringing together groups of women involved in different countries in similar fields.

13. The Mission recommends that budgetary allocation should be made to meet the in-country costs of the Task Force Programme in the case of countries which are not able to pay their share.

14. The Mission strongly urges the payment of all per diem at the United Nations rate, in addition to covering travel expenses and a small honorarium for international Task Force Volunteers. In order to attract the services of local volunteers the Task Force should provide them with at least 50 per cent of the allowances given to the international volunteers.

15. The Mission recommends that the Task Force programme should be extended up to 1984 with an increase in staff. The post of head of the Task Force should be reclassified to at least P4 level with funding provided for a second official at P3 level.

16. FCA should provide a regular budget post for the head of the Task Force so that the programme is institutionalized in the ECA work programme.

17. The Mission agrees to the proposal of changing the name of the Task Force as this is not specific enough and is used by many other activities. It is suggested either to choose a very short name or an abbreviation which would be remembered easily and associated with the programme such as VOLTEC - Volunteer Technical Co-operation Programme for African Women's Development.

III. OBJECTIVES AND STRUCTURE OF ATRCW

The long range objectives of the Centre are to help and encourage member States to raise the living standards of families and communities, particularly in rural areas. In order to achieve these objectives the Centre has developed the following programmes: promotion of national, subregional and regional machineries for the integration of women in development; training, study tours and scholarships; the establishment of an African Women's Development Task Force; handicrafts and small-scale industry; appropriate technology, and research and publications.

Organizational machinery

The Africa Plan of Action for the Integration of Women in Development (1974) recommends the establishment of organizational machinery at the national and regional levels in order to "widen opportunities for women to participate in development and to accelerate action towards promoting women's skills and bringing awareness of their actual and potential role in national development".

At the national level, the Plan recommends the establishment of national commissions on women and development which will undertake integration of women in development. According to the ATRCW Programmes and Strategies for 1980-1985 adopted by the second Regional Conference on the Integration of Women in Development (Lusaka, 1979), if the organizations established for the needs of women are functional, technically competent and reach rural women, they should be considered adequate.

At regional level, the Plan proposed the establishment of the African Regional Standing Committee to co-ordinate the work of the national commissions, advise the ECA women's programme and co-operate with international and regional organizations.

At the global level, the need for establishing women's programmes has been strengthened by a number of resolutions. The most important of these resolutions are:

(a) Economic and Social Council resolution 1909 (LVI) called on regional intergovernmental organizations and regional commissions "to consider the possibility of establishing appropriate programmes designed to promote the integration of women in development".

(b) ECA Conference of Ministers resolution 269 (VII) endorsed the Commission's plan to transform the existing women's programme into the African Training and Research Centre for Women.

(c) The World Plan of Action (1975) called upon the regional commissions to provide assistance to governmental and non-governmental organizations to identify needed actions, develop policies, strategies and programmes for strengthening women's role in national development and formulate requests for technical and financial assistance to such programmes.

(d) General Assembly resolution 3520 (XXX) called upon the regional commissions to develop and implement, as a matter of priority, effective strategies to further the objectives of the World Plan of Action at the regional and subregional levels bearing in mind their respective regional plans of action".

(e) General Assembly resolution 3505 (XXX) recognized that "the role of women in the development process must be made an integral part of establishment of the New International Economic Order."

Multinational Programming and Operational Centres (MULPOCs)

In 1979 ECA established Multinational Programming and Operational Centres (MULPOCs) which are the subregional offices of ECA. The major function of the MULPOCs is to promote inter-country co-operation through the identification and implementation of multi-national and multi-sectoral programme and operational projects. With a view to integrate the field activities of ATRCW into the subregional programmes and structures of the Commission, the first Regional Conference on Women and Development (Mauritania 1977) adopted a resolution calling for the creation of an Africa Regional Co-ordination Committee (ARCC) and of special committees on women and development to be formed at the sub-regional level. At the subregional level Committees on the Integration of Women in Development have been established in the Lusaka, Gisenyi, Yaounde and Niamey MULPOCs. Each of these Committees functions within the framework of the respective MULPOC. Their major role is to monitor the women's programme in each subregion and make appropriate recommendations on programmes to their respective MULPOC Council of Ministers.

The recommendation for the establishment of an African Regional Standing Committee has now been fulfilled with the establishment of the Africa Regional Co ordinating Committee (ARCC) in March 1979. ARCC meets once a year to review progress and to monitor established work programmes. It co-ordinates the work of the subregional committees and considers common areas of concern.

Establishment of the Interagency Working Group

ATRCW was instrumental in the establishment of the Inter-agency Working Group in 1977 to co-ordinate programmes of women and development in the Africa Region. The objectives of the Group are to

(a) Classify and co-ordinate projects with the African region into a coherent programme

(b) Co-operate with all interested bodies for the planning and development of programmes and identifying new areas of co operation

(c) Review progress and report on plans and activities of the region to appropriate United Nations bodies in order to establish two-way relation ships.

During the second half of the United Nations Decade for Women it is hoped that the Group will identify two or three major programmes which will be carried out jointly by appropriate agencies to ensure maximum impact and effect.

IV. THE AFRICAN WOMEN'S DEVELOPMENT TASK FORCE

Introduction and objectives

The objectives of the project are

(a) To increase the opportunity for involving African women in development

(b) To assist women especially in the least developed and newly liberated countries and liberation movements speedily to acquire the necessary technical and organizational skills

(c) To provide African States and women's organizations with qualified, skilled and experienced trainers

(d) To make it possible for women to serve in the poor rural and urban areas

(e) To promote cross-cultural exchange, international understanding and mutual supportiveness among African women

(f) To stimulate and enhance the spirit of voluntary service and co-operation among women at the national, subregional and regional levels in Africa in the spirit of technical co-operation among developing countries (TCDC).

Activities of the project

The report of activities 1976/1979 and project programme 1981/1983 detail the work of the Task Force since its inception and outline the projects and programmes planned for the next three years. According to this report, the Task Force has undertaken the following activities

(a) Organizing a corps of volunteer experts consisting mainly women with specialized skills, expertise and experiences, to offer short term training and advisory services to women and girls in their own or other African countries

(b) Sponsoring trainees for internships and short training courses given by volunteer experts and entrepreneurs who cannot travel to other countries for more than a few weeks

(c) Organizing study tours, seminars, workshops and demonstrations for women leaders and trainers to different African countries.

Task Force projects aim to have a multiplier effect by reaching leaders, organizers and trainers of women's groups who in turn train other women. The specific activities and projects completed are

(a) Compilation of Task Force Roster of 110 Volunteers and complementary Roster of 100 consultants and experts on women and development in Africa

(b) Twenty-one field missions between June 1975 and October 1980 to 16 African countries in three UNDP subregions (some countries visited twice or three times) in which the following activities were carried out:

(i) Assessment of needs and identification of projects

(ii) Assessment of requests for assistance and discussion of the conditions for placing Task Force volunteers in projects

(iii) Planning of detailed programme for implementation of approved projects

(iv) Evaluation of completed projects

(v) Monitoring and direction of on-going projects

(vi) Identification and interview of prospective Task Force volunteers

(vii) Advertisement and stimulation of interest in Task Force programme.

(c) Six field missions to six countries from August 1975 to July 1980 to represent ATPCW for FCA at major meetings and missions

(d) Implementation of 11 separate projects in training and advisory services in 20 countries and five liberation movements. These are:

(i) Three weeks, 1975. Educational exchange on national machineries for the integration of women in development. The leader of Zambia's Women's Brigade (now Women's League) visited and studied the work of the Ghana National Council on Women and Development, one of the first effective national machineries established in the region. This was intended to strengthen the leadership in women's organizations;

(ii) Three weeks, 1975. Advisory service on national machineries. The Executive Secretary of the Ghana National Council on Women and Development was assigned as a volunteer expert to advise the Lesotho Government and women's organizations on establishing Government machinery. A new Bureau on women's affairs was created in the Prime Minister's Office in September 1975;

(iii) Seven projects in skill development, artisan training, income-generating activities and management, 1976-1980

(iv) Two months, 1977: Four trainees from Mali, Mauritania, and the Upper Volta underwent internship in the United Republic of Cameroon at the Atelier Mouna-Moa in Yaounde. Two joint-owners of the factory/workshop volunteered and taught tie dye, garment design and printing to trainees who later trained over 100 women in textile co-operatives in their respective countries

(v) Nine months, 1976 and 1977: A Task Force volunteer-expert in tie dye, fabric printing and batik from Ghana taught over 2200 women in Lesotho new textile skills in the course of two assignments

(vi) Three weeks, 1977: A Task Force Volunteer taught new techniques of tie dye, batik fabric printing to 25 women instructors in the Women in Development Co-operative Sukumani Zonale ('Arise Mothers') of Swaziland. New fabrics as well as household items were developed and are being sold in the Co-operative Craft Shops in Piggs' Peak and Mbabane

(vii) Seven weeks, 1977: Study tour/workshop in skill development and management in Ghana, the Gambia and Kenya for 17 women trainers in textile dyeing, batik and fabric printing from Botswana, Kenya, Lesotho, Seychelles, Somalia, Swaziland, The United Republic of Tanzania and Zambia. In Ghana the participants studied basic principles of management and marketing as well as new advanced techniques of tie dyeing, block and roller printing. Volunteer-experts in art and crafts, business and the Management Development Productivity Institute (MDPI) spent three weeks in intensive workshops, seminars and field visits to show the visiting women a vast range of textile development and business in Ghana. The older women experts of the Serrekunda Dyers Co-operative in the Gambia introduced the visitors to new techniques in wax printing, fabric stamping and batik. Since none of the participants had ever visited West Africa or been outside their countries, the study tour was quite informative. In Kenya an intensive final workshop with volunteer-experts from Uniafadi Fabrics and a handicrafts trainer from the ATDC Handicrafts and Small-Scale Industries Unit taught potato and silk-screen printing. Visits to the laboratories of PORESCO'ST, ICI and BASF Chemical Dye Companies in Nairobi enabled the tie dye trainers to learn about the technical and commercial aspects of dyes and printing inks. The group ended their training with a seminar on handicrafts development and adaptation, packaging and marketing given by the Director of the Maendeleo Ya Wanawake Handicrafts Co-operative and experts from the Kenya External Trade Authority (KETA). A final exhibition of the samples produced in the seven week study tour/workshop was held at the Kenyatta Conference Centre, Nairobi and attracted over 150 people, including Government officials, Member of Parliament and the High Commissioners of Lesotho, Swaziland and Zambia to Kenya.

(viii) Three months, 1980: A Task Force Volunteer specialist in fibre handicrafts from Liberia introduced new skills in using raffia, bamboo, coconut and palm fibres to produce a range of salable goods to 34 women trainers in an ILO-sponsored rural vocational training project for women in Tarkwa, Ghana. The volunteer has introduced new dynamism into the development of rural income-generating activities for the Ghanaian women who are now training others in co-operatives being formed by ILO experts. Since the skills are new to the area but the raw materials are abundant, the Task Force volunteer will be assigned for follow-up training in 1981.

(ix) Three months, 1980: The owner and Managing Director of FLAIR, the leading catering service in Ghana, volunteered and taught two women trainers from the United Republic of Tanzania and Zambia various modern and improved methods of catering, especially in African foods, food processing and preservation, flower arrangement and interior decoration as well as business management in her own establishment and in institutions such as the Ghana Food Research Institute, the Home Science Department of the University of Ghana and the Ghana Airways Flight Catering Centre. The two trainees are now training nearly 40 women engaged in the catering business in the United Republic of Tanzania and Zambia. An evaluation visit and upgrading training is planned in 1981.

(x) Three weeks, 1979: Study tour to Kenya of ten women leaders from five liberation movements (ANC, PAC, SWAPO, ZANU, and ZAPU). The ten women responsible for organizing programmes for women in the liberation camps and settlements studied model projects in farming, fishing, appropriate technology, brick-making, child-care training, nutrition and adult literacy. The women were exposed to the mobilizing effect of the harambee (self-help) spirit in Kenya. The ten women have returned to impart their knowledge to other women.

(xi) Three months, 1980: Feasibility study on intermediate industries for poor Ethiopian families under the care of World Vision. A Task Force volunteer, a sociologist, a researcher and a university lecturer completed a study of the present condition of over 5,000 children and 2,000 families depending on charitable help from World Vision. The aim is to identify ways and means of adopting a developmental approach in the assistance programme of World Vision to make the families self-supporting and self-reliant. Family development projects will be identified and implemented with Task Force assistance in selected poor urban and rural areas.

Future Plans

Planned projects of the Task Force include:

November 1980 - June 1981

(a) Skill development/management training in textiles in Malawi (three months)

(b) Workshop for women trainers on improving the quality of rural life for women from Angola, Cape Verde, Guinea-Bissau, Mozambique, Sao Tome and Principe (three weeks)

(c) Completion of three on-going projects involving study and training in improved methods of production, marketing and management of textile for the Congo, the Ivory Coast and Senegal

(d) Completion of on-going projects involving study and training in improved methods of fish smoking and other forms of fish preservation in the Ivory Coast

(e) Special assistance to refugees in Somalia - an official request has been received for back-up support to national training workshop for refugee women leaders. This is under consideration.

July 1981 - June 1984

(a) Follow-up training in skill development for the United Republic of Tanzania and Zambia in catering business and food preservation

(b) Follow-up training in skill development for rural Ghanaian women in fibre crafts and rural industries

(c) Continuation of assistance to Zimbabwe refugees and liberation movements

(d) Three workshops in processing and preservation of staple foods for women from english French and Portuguese speaking least developed countries.

(e) Africa/India TCDC exchange and training project in small industries and appropriate technology, involving visits and study tour for African women trainers in India

(f) Publication of workshop reports, promotional brochures for fund-raising, etc.

Budget and personnel

SIDA has contributed US$435,969.95 over a three-year period, 197 -1981 to the Task Force Programme.

According to the budget proposal below, a little more than one third of the amount was projected to be used to meet personnel costs (Task Force Officer, Research Assistant and Secretary) at regular United Nations rates of remuneration. A little less than one third would be used to pay the expenses of Task Force volunteers placed in projects to train other women.

A statement of the actual expenditures for 1979-1980 was not ready at the time of the review. ATRCW will submit this to SIDA by the end of November 1980.

The Task Force Officer and two supporting staff members are paid by the project. None is supported by the ECA regular budget.

If the Task Force is going to continue its programme successfully, one more officer is needed. That will enable one officer to remain in ECA headquarters to handle the heavy desk work when the other is undertaking missions in the field to identify, plan, monitor and assess projects.

The mission suggests that ATRCW should try to obtain extrabudgetary funds for a new post at the P3 level from January 1982 and that ECA make efforts to provisions to meet the cost of the Task Force Officer's post at the P4 level from the regular budget. The same arrangement is also suggested for the two supporting staff members. ECA should pay for one post and extrabudgetary funds for the other.

A proposed budget for SIDA assistance for a second three year period (July 1981 - June 1984) has been submitted to ATRCW for preliminary consideration. The total request is for US$787,740.00. However, this amount will be reduced by US$231,420.00 if ECA meets the cost of the Project Co-ordinator at the P4 level, as is recommended by the Review Mission. Little less than half of the remaining US$556,320.00 will be used in special assistance projects for women in least developed and newly liberated countries as well as refugee and displaced families throughout the African region. This is in line with the new direction of the Task Force to place emphasis on meeting the needs of African women in critical circumstances.

Operational problems

The Mission felt that one difficulty the Task Force was encountering was the lack of response from potential volunteers. It is felt that this may largely be due to the levels of remuneration for Task Force volunteers. The Mission recommends that all volunteers be paid per diems at the United Nations rate (instead of at one half the United Nations rate as at present), and that international Task Force volunteers receive travel expenses and a small honorarium. In order to attract national volunteers, the Task Force should provide them with at least 50 per cent of the allowance and honoraria given to international volunteers. Another operational difficulty the Task Force encounters is the refusal or reluctance of recipient countries to meet their obligations to share costs of the programme. For countries that genuinely cannot meet their obligations under the cost-sharing plan (e.g. least developed and land-locked countries), the Task Force should make budgetary provisions to meet their requirements.

V. HANDICRAFTS AND SMALL-SCALE INDUSTRIES UNIT

Introduction and objectives

In response to the demands of African countries to develop economic activities for women, ECA/ILO/SIDA/YWCA jointly organized a workshop on the participation of women in handicrafts and small-scale industries in December 1974. This workshop recommended the establishment of a technical unit to develop handicrafts and small-scale industries for women in Africa. As a result, ATRCW, in collaboration with ILO and financed by SIDA, established a Handicrafts and Small Scale Industries Unit within ATRCW for a period of three years. The project became operational in November 1975.

The over-all objectives of the Unit, as stated in the project document, are to

(a) Train and upgrade women in the management of handicrafts and small-scale industries and in the production and marketing of handicrafts,

(b) Improve levels of living by creating self-employment,

(c) Enable women to obtain the incomes they often need for supporting their families

(d) Encourage and assist women to work in co-operatives either through the formation of new ones or through existing co-operatives, as appropriate;

(e) Promote import substitution by encouraging the use of locally available materials

(f) Improve both national and export markets for cottage industries;

(g) Conduct research on self-employed women and the extent of women's participation in co-operatives (in collaboration with the ILO/SIDA Co-operative Education Project) and undertake feasibility surveys and inventories of products.

Activities of the project

The activities undertaken include training, workshops/seminars, fellowships/internships, consultancy services (exploratory missions for assessment of needs, preparatory missions for workshops and seminars technical advisory missions to strengthen and develop training programmes for women), research and studies and production of teaching materials and publications. In its two years of operation 33 countries have asked for assistance from Unit, in addition to requests received from non-governmental organizations and various institutions. Twenty eight of the requests have been responded to five are outstanding. Out of 12 regional training and research centres in Africa, the Unit has established close links with six centres.

Training, workshops and seminars

A workshop on Handicrafts and Small-Scale Industries for French-speaking countries supported by country studies and technical papers prepared by the Unit and local consultants was conducted in 1975. One Textile Design Workshop for participants from Zambia, Kenya, the United Republic of Tanzania and Ethiopia was organized in 1976. A national Workshop on Women in Co-operatives was held (in Arabic) in the Sudan in 1976. The Unit assisted in the preparatory work of six workshops organized by national machineries and with presentation of papers on development of technical skills, co-operatives, women in development, integrated rural development programmes for improvement and of quality of life.

Fellowships and internships

The Unit initiated its fellowships and internships at ATRCW by nominating a trainee from the United Republic of Tanzania to study textile industry in India and another from the United Republic of Cameroon to study co-operative management at the ILO Centre for Advanced Training at Turin. A fellowship candidate has been nominated from Swaziland. One trainee from the Women's Bureau, Kenya, completed his internship at ATRCW, and another intern from Leiden University (the Netherlands) completed his undergraduate thesis at the Unit while assisting the Unit's work. Two trainees from Nigeria and also two interns from Zambia and the Gambia are expected to join the Unit shortly.

Consultancy services

At the request of Governments consultancy missions have been carried out in 23 countries to identify priority needs, institutions through which programmes could be developed and on-going projects which needed strengthening. These missions covered ten countries in Southern Africa, six in North Africa and seven in West Africa. The Unit developed programmes in 10 countries, including pilot projects studies workshops, in-service training and upgrading of technology and skills. Projects, workshops and consultancy missions planned for French-speaking countries are pending the recruitment of consultants. A French-and Arabic-speaking consultant is expected to join the Unit shortly.

Research and studies

Research was carried out on food processing, handicrafts, pottery, co-operatives, textile industry, rural technology and directions in employment and education for women, utilizing consultants and interns. A detailed socio-economic study of a village in Ethiopia was carried out with a view to developing an integrated rural development project with emphasis on skill development, for improving quality of life. A similar study is being undertaken in Egypt. A number of studies are being undertaken with professional organizations such as training institutes, universities and international centres.

Teaching materials and publications

Only limited work has been done on preparation of teaching material because of lack of staff. One manual on textile design and two video tapes on the textile handprinting industry and improvement of textile looms for women were prepared. However a number of publications were brought out to influence women's groups in new ideas and concepts on income-generation.

Pilot projects

It was found that short workshops were insufficient to fulfil the objectives of the project for training and upgrading of women in traditional and new skills and in the management of their enterprises. Thus the Unit designed a limited number of grassroots-level pilot projects to serve as concrete examples. In the past two years the project has made commendable progress in developing 15 national and three sub-regional projects, for which US$1.24 million in funding was obtained another US$1.71 million has been requested from donors including the Voluntary Fund for the United Nations Decade for Women, UNDP, the Belgian Government and USAID. More information on the pilot projects appears in Annex II.

Future plans

A. Present Phase

The Unit is planning five national training workshops three sub-regional workshops, two internships and two fellowships.

In the area of research arrangements are being made to carry out seven national level assessment of needs and one at the sub-regional level with the co-operation of ILO Headquarters, the ILO Jobs and Skills Programme for Africa and the Association of African Women on Research and Development (AAWORD).

The Unit will continue to render technical assistance to member States and other United Nations agencies in the area of income-generation for women and upgrading of technologies and skills.

B. Future inputs

Taking into consideration the findings of the Unit, the latter feels that there is a need to continue the activities for a further period of three to five years beyond the present phase. The project should be renamed as Income-Generating Skills and Employment for African Women and the objectives spelt out more precisely.

The justification for this new emphasis is that:

(a) Nearly three quarters of the economically active women in Africa live in the rural areas and perform agricultural work. Only a small number are employed in industry and the services. Over the next two decades there will be a 77 per cent increase in the female labour force in the agriculture sector which will be unable to absorb it. Therefore it would be necessary to take immediate measures for training and employment of women in the rural non-farm sector.

(b) Priority will thus be given to rural women to ensure they have access to training, raw materials, credit, and new markets in order to combat poverty and meet basic needs. This will involve training to upgrade their skills, learning new skills which would give them higher returns for their labour as well as cash income. Unless women rise from the subsistence level, improved technology cannot be effectively introduced. The identification of areas of manpower needs and training women according to their economic opportunities is crucial;

(c) Training and employment must be provided for young rural women who migrate to towns in search of employment and better conditions but lack education, skills and employment prospects. These rural migrants are particularly vulnerable to delinquency and prostitution, where they lack the traditional family support available in rural societies;

(d) Women's participation in vocational training centres must be increased and their entry into industrial employment facilitated so that they do not lose their employment as the result of transfers from traditional to modern technology;

(e) The data base should be developed at the national level for women's participation in economic activities so that national plans and programmes can take into account their needs and women's training can be offered according to employment opportunities;

(f) The area of traditional marketing and distribution has been the domain of women. Corporations have taken over distribution, wholesaling and retailing in the modern sector where the margin of profit is higher. There is an urgent need to develop the marketing skills of women to keep up with the process of change. It is also necessary to train them in business management and entrepreneurship, and to divert the large number of petty traders into more productive activities.

Objectives of the project in income generating skills and employment

(a) Immediate

(i) To increase the awareness of African women (in women's bureaux, voluntary women's organizations, women leaders) policy makers and planners of non-traditional income-generating skills and activities for women

(ii) To assess training needs and employment opportunities in selected countries to serve as a model to others

(iii) To develop or strengthen policies, strategies and programmes

(iv) To develop measures to increase the participation of women in existing co-educational, technical and vocational training

(v) To effect an integrated approach and prepare guidelines for training of rural women in income-generating skills in the non-farm sector and to meet basic needs

(vi) To exchange information, experience and expertise at the regional, subregional and national levels.

(b) Long-term

i) Improvement and diversification of women's skills

ii) Greater access of women to income oriented training and employment

iii) Development of measures to increase the participation of women in training and economic activities.

The proposed activities will cover

(a) The identification of the economic sectors which involve a large number of women including traditionally female occupations, and promoting the upgrading of skills in these traditional areas to increase their productivity

(b) The identification of new areas of work and the promotion of skill development;

(c) The identification of consumer needs and available raw materials to meet local demands based on local materials;

(d) The strengthening of organizational and institutional frame works at the national and regional levels to promote and support such activities;

(e) The strengthening of the co-operative movement for women;

(f) Making women themselves able to identify their needs and potential as well as economic opportunities and articulating them at different levels

(g) Developing existing institutional structures for supporting women's activities, such as linkages with national credit organizations, guarantee schemes for credit, etc., particularly through the Women's World Bank, with ATRCW/ATIU as one of its agencies for recommending loans to viable women's commercial enterprises.

The areas of technical assistance would focus on

(a) Food processing and preservation

(b) Rural construction materials and skill development

(c) Sericulture development (a new area of activity in Africa)

(d) Fibre utilization

(e) Processing of locally available materials

(f) Pottery development

(g) Handicrafts activities with the potential for higher returns to supplement family income, i.e. handprinting and batik, carpet-making, jewellery-making, hoisery-making, etc.

The Unit's role consists not only of serving as a catalyst for policy development, strategies and approaches, but also of giving advice and assistance to governments and United Nations agencies in developing and strengthening activities in favour of women and also designing pilot projects in the priority areas which have been identified by the ECA Conference of Ministers, namely food industry, rural construction material and development of indigenous skills, utilization of natural resources, etc. These projects could be used to demonstrate varying approaches to training and employment of women for other countries in the area. The overall approach used in the design of projects has not been the conventional technical assistance approach. The pilot projects are built on the principle of TCDC and envisage the maximum utilization of local institutions and expertise so that national action is developed at minimum cost in terms of international inputs.

Recommendations on new proposal

The Review Mission endorses the Unit's proposed new direction which will

(a) Concentrate in areas where higher productivity and incomes are possible

(b) Train women for modern sector and non-farm rural sector employment which are crucial areas for integration of women in economic development

(c) Absorb agricultural sector unemployment

(d) Train women in new areas of economic activity, both in vocational and entrepreneurial areas.

The mission also endorses the proposal by the Unit to prepare a detailed project document of three years' duration on income-generating skills and employment for women.

Budget and personnel

SIDA allocated US$712,570 to the Unit for a period of three years beginning in September 1978. This budget has now been revised in order to terminate the project on 30 June 1981, to bring it in line with the ECA/SIDA agreement which ends at that time. The revision is now awaiting signature by ECA and ILO.

A statement of expenditures to the end of 1979 has been submitted to SIDA. The expenditures for 1980 will be submitted to SIDA by February 1981.

Operational problems.

The Review Mission felt that the Handicrafts and Small-Scale Industries Unit experiences operational problems because its terms of reference are so wide and the geographical area in which it is to carry out those terms is so large. In view of the demands put upon the Unit, the resources available to it are relatively slim. Against this background, the

Review Mission feels that the Unit has run into the danger of spreading itself too wide and thin in response to the demands put on it.

In view of the uncertainty of future financing, all of which now comes from extrabudgetary sources, and in light of the scope of the project, the Review Mission recommends that

(a) The project in its present form should be extended for six months beyond its present term to consolidate present activities, in particular pilot projects which are just becoming operational;

(b) The future focus of the Unit should, as proposed, be non-traditional areas of work so that women may find an equitable place in the labour market.

VI. FIELD OBSERVATIONS IN THE REGION

After its initial briefing at ECA in Addis Ababa, the ECA/ILO/SIDA Review Mission undertook a series of field visits to become more familiar with and assess the impact of Task Force and the Handicrafts Unit projects in Swaziland, Botswana, Lesotho, Zambabwe and Ethiopia(in order of the projects visited.)

SWAZILAND

Task Force inputs

A Task Force Volunteer from Ghana trained women in Swaziland in December 1973. The Task Force also supplied four instructors in tie and dye and printing (from Ghana, the Gambia and Kenya) to be attached to the Women in Development (WID) project at Intojeni. The WID project, operating under the Ministry of Agriculture, follows an integrated approach to meet the needs of rural women developing low-cost labour-saving devices, utilizing indigenous materials skills and technology, demonstration of improved agriculture production (small scale), and income-generating skills and activities (such as weaving, spinning, tie and dye, block and screen printing, knitting sewing of school uniforms, macrame, crocheting, sisal work and leather work).

The Review Mission found that upon interviewing the instructors trained by the Task Force, that they were very pleased with their training. They had difficulties, however, in obtaining dyes on a regular basis.

HSIU inputs

Recently (August 1975) the Unit carried out an advisory mission to Swaziland, in the course of which the Chief Technical Adviser visited and made recommendations to the WID project, the Swaziland Enterprises Development Corporation (SWDCC) and the Government Co-operative Division.

WID PROJECT

The Unit recommends that the WID project should: (a) upgrade skills where women are already employed; and (b) diversify training in new areas by skill development in the manufacture of indigenous construction materials for rural habitat.

The WID project, which both the Task Force and Unit have assisted as noted above, will be terminating at the end of December and the Government expressed its full support and willingness to continue the activities in a second phase. The inputs, however, rely almost entirely on external funds with very limited Government financing.

Although the Women in Development Project was not conceived to create a multiplier effect, owing to the high demand for training, some women who completed courses train others on a voluntary basis. It was observed that considering the demand for training and financial inputs a greater impact could be made by introducing a scheme to train trainers, thus creating a multiplier effect, taking into account employment prospects.

The Mission visited SEDCO (Swaziland Enterprises Development Corporation). Set up in 1970 with ILO/UNDP assistance, SEDCO aims to develop small enterprises through assistance in feasibility surveys, management and sometimes skill training, credit facilities and initial establishment of industrial estates for a given period until they are able to stand on their own. In handicrafts the women work in the textiles, leather and glass (grinding) industries.

Discussions with the SEDCO Management revealed that they consider women to possess entrepreneurial qualities that they are good starters, and credit worthy but often hesitant to take risks and go for big and more profitable ventures which are taken by men. They expressed keen interest in promoting entrepreneurship among women but there were no links with the Women in Development Project for inputs in product feasibility marketing, business training and credit facilities. The SIU advisory mission recommended establishing such a link to enable SEDCO to make inputs to the Women in Development Project.

Despite the readiness of SEDCO to accept women as entrepreneurs in new areas, the lack of industrial skills among women hinders their access to SEDCO entrepreneurship programmes which select people who already have the trade skills. It, therefore, seems that the best chance for women to organize entrepreneurial opportunities is where they already have skills in traditional areas.

The SIU advisory mission discussed with the Co-operative Division the undertaking of a study on involvement of women in economic activities (to be undertaken by the University of Swaziland) and their participation in co-operatives to be followed by a workshop. An agreement was reached to undertake this work. It was not possible for the Review Mission to meet the local consultant.

LESOTHO

Task Force inputs

WOMEN'S BUREAU

The Women's Bureau was established as a result of advisory services provided by a Task Force Volunteer Expert on national machineries (from Ghana) and ATRCW staff in 1977.

The Mission observed that the newly established Women's Bureau as a governmental authority attached to the Prime Minister's Office, is very young, and the respective roles of this Bureau and the National Council and Women were not fully clear. The leaders and members of the National Council of Women feel they were not involved in the process of establishing this structure. There is need to assist in solving this problem if possible.

TEXTILE TRAINING

In 1976 the Task Force sent a Volunteer from Ghana for six months to train women in tie-dye, batik and hand printing in 16 rural training centres which resulted in 2 000 women being trained. Co-operative formation and business management were also included in the programme. In 1978 the ECA Task Force officer carried out an assessment mission and deployed a Task Force Volunteer to train 200 women in advance tie and dye, batik, block printing and embroidery.

The Mission observed from discussions with former trainees and the National Council of Women that obtaining regular supply of dyes was a major problem, particularly as they were sold only in large quantities. The women seem to have taken a liking to the tie and dye however they were not even wearing what they produced. It was evident that their marketing problem is due to lack of knowledge so there is need to arrange local assistance in solving this problem.

UNIDO inputs

During an UNIDO consultancy mission the project Multipurpose Training Centre for Rural Women was revised with inputs from LEDCO (Lesuto Enterprise Development Corporation). This project request was approved and submitted by the Women's Bureau to UNDP.

A project to train rural women as foremen in road construction was prepared, approved and funds made available to the Women's Bureau. Implementation is about to start.

The UNIDO consultancy mission also proposed the organization of a workshop on women in development and the role of co operation with the Women's Bureau, Ministry of Commerce and Industry and the newly-established Handicrafts Co ordination Committee. Discussions are being carried out with the University of Lesotho to prepare a study to serve as a background document for this workshop.

The ECA/ILO/SIDA Review Mission observed that the Women's Bureau supported the recommendations of the Unit and funds have been released to start the former training project. The Unit already laid the groundwork for further action through its advisory mission. The study and workshop relating to co-operatives will strengthen any action to be taken with regard to the marketing aspect. The efforts of the Unit and the Task Force need to be closely co ordinated towards assisting the women in Lesotho to find marketing outlets.

BOTSWANA

At the request of SIDA a visit to Botswana was organized to review the work of the Task Force and the proposals of the Unit.

Task Force inputs

Study tour/workshop in tie dye printing and management held in Ghana, the Gambia and Kenya in October-November 1979 included two participants from Botswana, one entrepreneur and one trainer. Both have since organized demonstrations and workshops in the country. The Review Mission was informed that both women are training others and one has a factory and workshop. The need for further business training and marketing for women who receive only vocational skills was expressed, including bringing a business approach into women's programmes.

UNSIU inputs

During a consultancy mission the Unit proposed to hold a workshop on women in development and to prepare a background paper in collaboration with thewomen in development committee set up with representatives of all relevant ministries, women's organizations and the national development bank. The Committee is designed to develop a programme for integration of women in development. The study is to be carried out by the Central Statistics Department. The Mission noted that the Government is keen to implement this proposal and was informed that there is further need to create awareness of women's potential and their need for full integration into economic life.

The Review Mission held discussions with the UNDP Resident Representative, BEDU (Botswana Enterprise Development Unit), officials of the Co-operative Development Centre, Ministry of Local Government, Ministry of Agriculture, Ministry of Finance and Development Planning and National Council of Women. The Mission was interested with the innovative work being carried out by the Rural Industries project in Kanye, particularly in appropriate technologies, solar ovens, sorghum mill project, and development of ideas by reviving traditional methods using local raw materials. The officials of the project expressed their willingness to accept trainers from other countries and the project can serve as example to other countries in the subregion in its approach.

The Review Mission felt that action proposed by the Unit is sound: to start with a study of needs and opportunities and then to hold a national workshop. It is hoped that this will help to identify employment opportunities for training and will bring together various women's organizations which are currently in conflict. It is hoped that the national

workshop could come up with concrete proposals to strengthen strategies, policies and projects as well as to lay the groundwork for a well-co-ordinated and integrated programme.

UNRWA/PTP

At the request of SIDA a visit to newly independent Namibia was included on the grounds that this could give the opportunity to explore needs and possible future inputs of the Unit and the Task Force.

ILO inputs

An ILO consultancy mission assisted the Ministry of Manpower Planning and Research in formulating a proposal to study women's training needs and employment opportunities for women for their integration into economic life. Two consultants and two researchers from the Ministry will undertake this work. The Ministry was pressing for quick action but the ECA/ILO/SIDA team found from the UNDP Resident Representative that the official request had not yet been received from Government.

The Unit also prepared a project proposal to establish women's rural training centres to assist the young women displaced by war to acquire skills and contribute to the rural reconstruction programme. These skill areas include community leadership, adult literacy and basic education, rural construction, plumbing, electrical work, agriculture, food preservation, poultry, bee-keeping and the development of craft skills based on locally available materials.

The Review Mission observed that the proposals of the Unit were in line with the country's priorities and policy as stated by the officials and the Interagency Scoping report (United Nations, Salisbury, 21 to 28 May 1990). Priority has been given to the emergency need to resettle displaced persons estimated to be around 1.5 million. Young people, especially the women, are still to face particular difficulties in adjusting to normal life, many prefer staying in the camps and are not willing to return to their families. There is an urgent need to train young women in skills, create productive work and integrate them into society, and at the same time to reconstruct the rural infrastructure destroyed by war. The Unit proposal is in line with these priorities.

Besides the emergency situation, the Government strategy, as expressed in its reports and by the officials contacted, calls for long term action to meet the country's needs. Information on manpower needs is lacking and is needed to build long term policies and programmes. The Government gives priority to vocational training, creation of employment and economic opportunities for women. The Unit's proposal to assess training needs and employment opportunities for women is in line with these needs.

Task Force inputs

The Review Mission noted that the Task Force can render immediate service by training 12 women instructors in pre-school child care in Kenya for three months as has been urged by Mrs. Ingate. Plans are underway to open creches, but there is need to train the personnel to run them. The Mission proposes that the Task Force should respond to this request and also that both the Unit and the Task Force plan co-ordinated inputs to assist Zimbabwe. It is one of the countries which seem to offer the best conditions to develop women's programmes, owing to Government commitment, the availability of skilled personnel in the country and projects which could serve as models for other countries.

ETHIOPIA

The Review Mission visited two ATAC/ILO projects in Ethiopia.

Bethlehem Training Centre

The Bethlehem Training Centre was started by the Good Shepherd Sisters in Addis Ababa in 1976 with the objective of providing an opportunity for socially-deprived young girls and women to earn an income and continue with their schooling. The growing demand for training made the Centre realize that they needed expansion of their training facilities. This brought the Sisters to ATAC/ and ILO for assistance. The Unit carried out a feasibility study and developed the project for the Bethlehem Centre. VFCF provided the financial assistance for expanding existing activities and introducing new crafts in Ethiopia, including hand-block printing and tapestry-making. The ATAC/ILO project was initiated in September 1979.

The Review Mission visited the old building and saw the carpet section, the new tapestry-weaving and the textile-weaving section. The old equipment has been replaced and out of 30 women working in the carpet workshop, half of them are now working on improved looms (The other looms were being assembled during the Review Mission visit). The new looms, which are a great improvement on models available in Ethiopia, can be introduced in other workshops in the country. Introduction of rag rugs production was also innovative because it used waste materials from the garment-making unit. The scrap loom for weaving bags and table runners was an excellent new input since weaving could be carried on anywhere with the easily-constructed equipment.

The project has introduced block-printing of textiles for the first time in Ethiopia this technique can be used effectively on cut garments. Since this was a totally new technique initially progress was slow. The Centre has been training three groups of 22 trainees from three different kebeles (neighbourhood organizations) in the printing and tie and dye. The trainees are making excellent progress and after finishing their training they will set up production units in their respective kebeles. The project also has a co-operative component which will start shortly. The handloom weaving will also be expanded when the remaining building is completed.

The Mission was impressed by the progress made by the Centre in this short time. One of the team members had visited the Centre before the ECA/ILO input and felt that the quality had greatly improved. The products can now compete easily in the internal and export markets. The Mission felt the Centre could be an effective demonstration model for other countries.

The Review Mission felt that the Centre is a success. It has orders for the next year and has been able to introduce new techniques and designs. A number of people are anxious to be trained and private entrepreneurs have started to follow the trends set by the Centre. The girls who are working in the production unit earn from Eth.Birr 60.00 to 160.00 per month which is far higher than the wages being earned by craftsmen working in any of the Government or privately run-units.

Gefersa Pottery Development

The Pottery Development Co operative at Gefersa near Addis Ababa is another project developed by the Unit. The potters were working together in a temporary shed built by collecting money from members. The potters had been contacted through the Co operative Department of Handicrafts and Small Scale Inlustries Development Agency (HASIDA) of the Government of Ethiopia. At that time HASIDA had given no assistance to the potters except for periodic visits by the co-operative organizer. A study of the situation of the potters was carried out, from which it was found that they needed a kiln, joint processing of raw materials, simple improvements in tools and joint marketing of their production. This would reduce both the labour and fuel expenditures and produce stronger wares and higher returns.

A well-known potter from Ghana has been recruited to come at the end of November 1980 for three months to help the workers and train a local counterpart to build the kiln. An agreement has been concluded with HASIDA to provide local support. ECA will provide funds for the shed, equipment and kiln to be built by the co-operative members with their contributions and labour. After the completion of this phase the second phase will be to train the young workers in the use of wheels and glazes.

The Mission agreed with the approach of the Unit that upgrading of skills has to be carried out in stages so as to make it acceptable to the people.

ANNEX I

LIST OF BRIEFING DOCUMENTS

(a) Basic documents

1. Origin and Growth of the African Training and Research Centre for Women (1977)
2. Programme of Work of ECA, 1982-1983
3. Progress report on Task Force Activities, 1975-1980
4. Progress report I, II and III of ATRCW from the period of July 1977 to June 1980
5. Financial report on SIDA Subject to the projects and the re-based budgets
6. Programme and Strategies for Women and Development, 1980-1985
7. Plan of Action for the Implementation of the Monrovia Strategy for the Economic Development of Africa (E/CN.14/779/Add.1)
8. The World's Female Labour Force in 1975 and the Outlook for 2000 (ILO 1975)
9. The World and African Plans of Action for the Integration of Women in Development.
10. Aide memoire
11. Terms of reference
12. Chart of activities, November1978- September 1980, in Africa through rural industries
13. Income generating activities for rural women
14. Brief report on the activities of ATRCW from July 1979-31 September 1980
15. Proposed work programme (ATRCW)
16. Itinerary of the review mission

(b) Background documents

1. Women and co-operatives in Egypt, the Libyan Arab Jamahiriya and the Sudan, ATRCW research study, 1980
2. Report of Task Force Study Tour for Women Trainers in Textile Printing and Dyeing and Management of Small Business from Eastern and Southern Africa to Ghana, the Gambia and Kenya (1979-1980)

3. Report on Workshop on Handicrafts and Small-Scale Industries Development for Women in French-speaking countries (Seminaire sur le developpement de l'artisanat et des petites industries pour la femme des pays francophones), SSIU, 1979

4. Report of Workshop on the Participation of Women in Development through Co-operatives with Special Emphasis on Handicrafts and Small-Scale Industries, SSIU, 1979

5. Women Textile Workers in Ethiopia, SSIU, 1979

6. Report of Training Workshop on Design for Textile Printing and Dyeing (Ethiopia), SSIU, 1979

Briefing Notes

1. Briefing note on Botswana Mission Report, Botswana 1980

2. Briefing note on Lesotho Mission Report, Lesotho 1980

3. Briefing note on Swaziland Mission Report, Swaziland 1980

4. Briefing note on Zimbabwe Mission Report, Zimbabwe

ANNEX II

PILOT PROJECTS DEVELOPED BY
ILO/ECA HANDICRAFTS AND SMALL-SCALE INDUSTRIES UNIT

The Handicrafts and Small-Scale Industries Unit carried out preliminary studies to identify the priority needs of the women in development of income-generating activities and concluded that the original SIDA project for Handicrafts and Small-Scale Industries Development which is essentially for creating the data base, training of policy makers trainers etc. would be strengthened by national-level pilot projects which would demonstrate what was being advocated in the workshops seminars, in training, fellowships and publications of the programme.

With this idea in view, the following pilot projects were developed:

Country	Objectives	Sanctioned / Requested (In United States Dollars)
Ethiopia		
1. Bethlehem Training Centre, Addis Ababa	For upgrading existing skills and introducing new skills. In operation. Started in August 1979.	127,110.00 54,720.00
2. Development of Pottery Co-operative Gefersa.	Improvement of techniques and upgrading of skills. Starting in November 1980.	22,800.00
3. Development of bricks, tiles and pipes - Menagesha	Diversification of skills. Starting in November 1980.	199,760.00
4. Integrated Rural development with emphasis on skills - Ilic, Wolliso.	Introduction of improved tools labour saving, upgrading of skills. Phase I finished. Phase II begun. Phase III funds requested.	3,000.00 175,150.00
Somalia		
5. Development of Model Handicrafts Training Centre, Mogadiscio	Upgrading of skills from income preservation to income-generation. Introduction of new skills. Started June 1980.	35,011.00 144,000.00

Country	Objectives	Sanctioned (In United States Dollars)	Requested (In United States Dollars)
The Sudan			
6. Training Centre for Girls - Cuba Centre - Khartoum	Upgrading of training creation of Production activities. Import substitutes. Started September 1979.	93,000.00	300,050.00
7. Development of Women's Carpet Co-operatives, Sodiri	Improvement of existing skills. Utilization of local resources. Started in November 1979.	40,000.00 11,000.00	
Kenya			
8. Development of Small entreprises.	Management training, marketing. Starting in November 1980.	107,400.00	
Ghana			
9. Processing of farm produce and marketing, Kumasi	Introduction of improved equipment in collaboration with local research institutions. Starting February 1981.	118,900.00	
10. Training in lapidary work, Tarkwa.	Introduction of new skills. Utilization of local resources.		145,000.00
The Ivory Coast			
11. Upgrading into small-scale industry of pottery works	Introduction of new techniques. Increase of production and earnings. Import substitution. Starting October 1980.	226,000.00	
Sierra Leone			
12. Development and Servicing Unit for small scale industries	Upgrading of skills - management training - marketing.		249,600.00
Zambia			
13. Development of indigenous skills for preservation of fruits and vegetables in collaboration with JASPA.		303,000.00	

Country	Objectives	Sanctioned	Requested
		(In United States Dollars)	
Egypt			
14. Improvement of quality of life through skill development	Integrated approach of developing skills amongst rural women based on local produce. Feasibility study to be followed by project development.	12,960.00	
Togo			
15. Revival, training and co-operative formation in tie and dye industry	Improvement of existing skills and remodelling to present day consumer needs.	32,960.00	
	Total	1,230,670.00	99,600.00

In addition to the above national pilot projects for which funds have been obtained and the supervision and monitoring has been carried out by the Handicrafts and Small-Scale Industries Unit, three subregional projects for development of skills or analysing of problems in the subregion were also prepared.

Subregional Project Proposals

	Funds requested	Remarks
1. Development of textile Handprinting and Dyeing Techniques in Eastern and Southern Africa. To cover land-locked countries.	193 600.00	Not possible to get funds so far through VFDU or USAID.
2. Management training for middle-level executive programme organizers, in collaboration with ILO/EMA project. Three workshops to train 120 women.	43 313.00	UNPA asked for a submission. This has been done.
3. Project for development of Co-operative movement in North Africa. Includes workshops studies and training of local officials.	105 340.00	